Libraries’ Committee for the Promotion of Diversity & Inclusion

Action Plan: FY12

- Report on Committee’s work in appropriate staff venues, like the all-staff meeting
- Highlight the Library Administration’s Support for our activities
- Find and implement a sustainable tool for Climate Assessment: June through February
- Develop and maintain website: July/August planning, unveiling in September, active maintenance September through June
- Discover/disseminate the value of Diversity and Inclusion; use website for linking: Ongoing
- Plan for regular programming at least twice yearly: October, Micromessaging with Alyce Johnson; spring possible program focusing on people with disabilities, evident or hidden
- Hosting follow up programs/discussions: October/November follow up on Micromessaging
- Hosting of Brown Bags and other opportunities for discussion
- Support process for increasing understanding of diversity and inclusion: use website, all-staff meetings, programs etc.
- Establish committee members as models/ambassadors for diversity and inclusion: Ongoing
- Share the outcomes of the Climate Assessment: March 2013
- Issuing challenges, perhaps on micromessaging: November/December
- Set up process for newly added staff to take the Climate Assessment Survey: April
- Increase awareness of other institutions diversity/inclusion events or incidents, both positive and negative: Use website
- ClimateQUAL Survey: Taken from November 2 - December 3, 2012

2013 and Beyond

- Outreach to departments, including some mandatory training
- Outreach to search committees
- Offer consultation to staff members experiencing discrimination/exclusion
- Training for staff on resolving issues
• Annual letter asking staff about their diversity/inclusion experiences
• Provide guidance to departments via recommended practices
• Role for mandatory participation
• Develop a policy for search committees
• Host another Diversity Day bringing in potential candidates